

SECRET

26 October 1982

## MEMORANDUM FOR THE RECORD

SUBJECT: Staff Meeting Minutes of 26 October 1982

The Director chaired the meeting. [ ]

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The DCI initiated a discussion of the Performance Appraisal Report (PAR) and questioned its value because he noted that most of the evaluations were inflated and unrealistic. The Chairman/NIC suggested that offices should come up with an average performance rating that would be the guide for all other ratings which would be relative to it. The DDO discussed the particular DDO problem with the current format and made some suggestions; namely, that we eliminate the number rating and rely on the narrative. Glerum reported his office is working on a study examining just those suggestions. The DCI asked Glerum to ensure that his study and recommendations are done as quickly as possible so we can initiate a new system as soon as possible. [ ]

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[ ] passed the DCI a copy of the proposed budget schedule. He said it will be sent out to managers in a week, and there will be an NFIC scheduled tentatively for 9 November; budget submissions are due to OMB by 15 November. [ ]

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Sporkin noted the need to develop criteria to determine what is a foreign ownership corporation. He will be meeting with various corporation officials to discuss. [ ]

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Kerr reported the launch last night from the Soviet Union of a possible follow-on SS-16 or a new solid propellant ICBM; the missile failed in flight. [ ]

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